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## A 4-Step Guide to Level Up Leadership According to "The Bear"



family restaurant called The Beef after his brother commits suicide and goes to great lengths to keep the place afloat.

Let's just say it's a rollercoaster of emotions – but after all, this is television, which is why I

To put it mildly, Hulu's show *The Bear* reeled me in – between the plot and the characters, I was all at once inspired and engaged.

Before you continue reading, let me state the obvious: The below is riddled with spoilers, so if you haven't yet seen both seasons, beware.

But for those of you who have, you're in for a treat. And for those of you who haven't but don't mind, here's the gist: A professionally trained, top-of-his-field chef inherits a

first watched it purely for entertainment's sake, but as an advertising professional with a team of his own, I couldn't shake the feeling that the experience unfolding before my eyes mirrored daily agency life. Picture a high-end, demanding, full-of-movement and action kitchen, and you're getting close to the vibe. Stress levels, check.

We often read books, attend seminars, and strive to learn more about our passions and careers. But what if you could send your team home to binge-watch a show and return to the office to dissect it? The Bear offers a treasure trove of teachable moments that can propel your team beyond the screen, just like The Beef's transformation.

Take a read of the entire article that highlights four nuggets from the show that can be considered in real life restaurant operations! Plus a great excuse to watch or re-watch this great series!

*Source: Allen Perez, Fast Company*

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## Job References are a Hurdle for Gen Z Post-Pandemic

The youngest generation in the workforce is struggling with a key part of the recruitment process as they apply for new jobs – having enough quality professional references to assure recruiters they are fit for the role.



Those in their early and mid-twenties spent key years for early mentorship and networking in remote schools and workplaces where it was far more difficult to really make a name for themselves and find people who could vouch for them. They missed out on in-person internships, and now many are in their first full-time jobs where they can't reference a current boss or co-worker.

"There were probably an entire five years of new grads that were impacted in some way and they wouldn't have a chance to provide that," said Shayna Royal, director of talent acquisition at HR software firm Paycor, which doesn't require references or check them. "By not requiring it, that's a way to level the playing field," Royal said.

But they are one of just a few. Checking job references is still a part of the hiring process at most organizations.

Do you ask for a review of references when hiring? Take a look at this article and give

some thought to your process and if you could make adjustments to your hiring procedures.

Source: Hailey Mensik, *WorkLife*

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## Silent No More: the High Price of "Hedging" in Professional Communication



In a society that prides itself on progress and innovation, it's a stark revelation to see age-old biases reigning supreme, especially when it targets women.

Ladies, this is for you. Are you wrapping your words in layers of caution, sacrificing clarity for perceived politeness? The cost? Progress,

productivity, and more importantly, human potential.

A concerning trend emerged during my "Presentation Skills for Tech Leaders" workshops. Numerous participants, particularly women, voiced their frustrations, sharing that they felt compelled to 'hedge' their responses to questions and dilute their arguments.

This sentiment echoes a recent article in *The New York Times*. Women, irrespective of expertise, temper their words in professional settings, often to navigate a field riddled with bias.

"Hedging," or what many call "weak language," looks like this: two equally qualified professionals debating the merits of a new project:

One says, "I believe this approach could be beneficial," while the other asserts, "This is the approach we need." Who seems more confident?

Women often rephrase an assertive "This solution will work" to a more hedging "I think this solution might work." Or "Our findings are conclusive" becomes "Our findings seem to suggest a conclusion."

The root isn't always a lack of confidence; it's navigating a landscape where others could mistake directness for aggression or arrogance. These nuances have profound implications. Read the complete article for 3 great examples.

Source: Roberto Giannicola, LinkedIn

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## 6 Ways I'm Changing My Life After Having a Time Audit

I spoke to a time management coach to find out how to make better use of my time. This is what I learned.

“Am I doing this right?” is a question I often find myself asking. By ‘this’, I mean life. More specifically: time. Am I using my time wisely? Am I doing what I ‘should’ be doing? Am I wasting my time, and thus my life?



I thought these were likely unanswerable questions until I came across Sarah Stewart, a time management coach based in Glasgow who offers a ‘time audit’ service. In an hour-long video call, she goes through exactly where your time is going and helps to set you up to consciously curate your days.

I had a chat with Stewart for a feature on eradicating my time guilt, which you can read in the November issue of *Stylist* magazine, but the conversation ended up being so beneficial that I couldn’t fit in everything I learned. So, I’ve recapped six of the biggest lessons from the session – and the ensuing ‘tester’ week of the ideal time-blocked, color-coded schedule that Stewart created for me, along with the changes I’m making as a result!

This is interesting – can you make changes and manage your time better? Read on for helpful information on the topic!

Source: Ellen Scott, *Stylist*

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